POSITION PROFILE

Women Donors Network
WDN Action
President & CEO
Flexible Location
Women Donors Network (WDN) and WDN Action are a national network of women changemakers united by a shared commitment to building a more just, equitable, and sustainable world. We invest in a positive vision that strengthens social movements, drives lasting structural change, and builds political will. Believing philanthropy has an important role to play, we mobilize our c3 and c4 resources – economic, social, and political – to fuel progressive wins. With the foundation of our democracy now at risk, our focus is on shifting power, for we know that if our democracy fails, none of our other goals can be achieved.

Our Members Make Us Unique

WDN and WDN Action are unique in that we are membership organizations. Our programming focuses on our members and provides opportunities for learning, giving, advocating, and connecting in community. Members serve on staff-guided steering committees which are both grantmaking bodies and learning communities. We offer extensive educational programs including webinars, speaker salons, and cohort learning series. We connect with each other at regional meetings, retreats, and our annual conference. Through our listserv, members share articles, highlight organizations and movements they support, and discuss urgent topics. Yearly, WDN On the Hill offers advocacy training followed by meetings with top policy makers where we use our voices together to impact real change. Members return year after year because of our strong community and the personal connections they make.

We Are on a Journey

WDN was founded in 1990 by a group of women who wanted to use their philanthropic resources to reflect their values. Because of their progressive perspectives, they did not identify with the practices of mainstream philanthropy. They believed they could be more effective donors if they learned collectively and supported one another. They came together to connect, learn, and act in support of gender, racial, and economic justice.

Over the past twenty years, WDN has grown exponentially. We are intentionally working to become a multiracial, multicultural, multigenerational organization. Our 250 members range in age from 26 to 85 and come from 38 states. Some have inherited their wealth; others have earned it through successful careers. Some have extensive experience in social causes, advocacy, and philanthropy; others are just getting started. In 2021, 28% of new members were women of color, and 34% were under the age of 40. We are united by a shared vision of justice and equity for all.
OUR GIVING MODEL

WDN and WDN Action are women’s philanthropic organizations with a staff of 15 and an operating budget of over $3 million. In 2021, WDN and WDN Action together moved $19,075,000 to 170 organizations.

WDN members work in partnership with staff and one another to move resources and apply best philanthropic practices. From the future of our democracy to the future of our planet, we invest in solutions to some of the most pressing issues of our time.

Our collective giving falls into four major categories:

• Protecting our Democracy
• Advocating for Gender Justice
• Saving Our Planet
• Investing in Black Leaders and Movements

See our website for more information on How We Fund and What We Fund.

WDN members contribute significant resources annually to support WDN’s operations and grantmaking. Members are encouraged to make multi-year commitments to ensure our budgets are more predictable and to allow us to provide multi-year grants.
OUR APPROACH TO SOCIAL CHANGE

CENTER AND TRUST THOSE MOST IMPACTED.
We make long-term investments in grassroots organizations led by people most impacted, as well as principled allied organizations. We provide unrestricted funding to our grantees, acknowledging that they know best how to spend the dollars for the most impact. We know we have much to learn from our grantees.

BUILD POWER.
We work to change the face of American politics, bolstering Black, Brown, and Indigenous-led movements across the country, incubating new ideas, investing in BIPOC and women’s leadership, and mobilizing funding to support work that builds power where it is most needed.

LEARN TOGETHER.
We promote a culture of inquiry and humility as we listen to the expertise of community leaders and our own shared experiences. We support our members as we journey through transformative learning to collective action. We know that the knowledge and insights gained through WDN have impact far beyond WDN. Our members bring this knowledge to the boards they sit on, the organizations they work for, and the investments and financial contributions they make independently.

COLLABORATE.
We value and model collaboration and partnership by building solidarity amongst donors and movement organizations. We seek to partner with women leaders, communities of color, and a new generation of activists who are rising up to counter the relentless attacks on our rights, democracy, and environment. We are stronger when we work together.

USE RESEARCH.
Research informs some of our grantmaking. When we launched our Reflective Democracy Campaign in 2014, we knew that most elected officials were white men. Our groundbreaking analyses showed just how true our instincts were and became a catalyst for electing more women and people of color to public office. Our data challenges the myth that women and people of color can’t win when they run for elected office. We’re mapping the gatekeeper systems that keep power in the hands of the few. And we’re investing in organizations that are developing leaders to run for office.
ACT NIMBLY.
We reserve funding to address immediate and emergent needs brought to us by past, current, and future grantees and support the activist-led, rapid-response Emergent Fund which we helped to launch in 2016.

USE A TRUST-BASED LENS.
Our staff leads WDN members to shape our culture, practices, and philanthropy using trust-based values.

IDENTIFY NICHES.
We seek people and organizations that fill niches no one else is funding in communities that others overlook. We work hard to listen to new and exciting voices.

STRIVE TO BE CATALYTIC.
We like to see our dollars as a catalyst for additional dollars. On several occasions, the initial early funding we have given has been leverage for leaders to raise significantly more.

TRANSFORM PHILANTHROPY.
We are women with power and the courage to wield it for good. We connect, learn, and act together. We have carved a unique giving approach that focuses on long-term results but is also guided by immediate needs that require us to be nimble and to take risks. It’s a simple but powerful shift in how philanthropy is usually practiced. When we combine our resources—time, dollars, talents, voice—we can amplify our vision, build power, and advance systemic change. We seek to influence other giving organizations and individuals to try our model.

For more information, visit our websites: WDN and WDN Action.
THE OPPORTUNITY

At a critical time in our history, we are seeking an inspirational and innovative President & CEO to lead both WDN and WDN Action as we continue to grow, diversify, and increase our impact. This position reports to both boards but is hired by the WDN board.

Building upon a rich history of collective grantmaking, transformational learning, and effective advocacy, the President & CEO will:

• Lead the development, implementation, and adaptation of the strategic vision for both WDN and WDN Action and inspire and motivate members and staff to invest in that vision;

• Recruit, engage, and develop strong relationships with members to promote our vision and to increase retention while keeping a sharp lens on membership growth and change management;

• Nurture the vibrant community and deep connections that inspire members to renew year after year;

• Guide WDN’s future to address key issues including our goals to diversify, to make multi-year grants, and to increase fundraising;

• Manage a talented and committed team of 15 and have ultimate responsibility for WDN’s grantmaking, education programs, advocacy, political strategy, member recruitment and retention, fundraising, communications, finances, and events;

• Partner with the WDN (C3) and WDN Action (C4) boards to bring WDN’s vision and values to life;

• Commit to a robust C4 arm and increased emphasis on advocacy by expanding WDN Action;

• Act as primary fundraising solicitor for WDN and WDN Action;

• Represent WDN to members, philanthropic partners, and the broader philanthropic sector;

• Balance the needs of various stakeholders including members, team, grantees, and philanthropic partners while adhering to organizational values and focusing on outcomes around social justice;

• In partnership with the WDN staff, continue evolving WDN’s grantmaking practices to maximize impact, share power, and drive innovative philanthropy, and to ensure WDN is engaged in national conversations about philanthropy;

• Provide leadership and motivation to the team, encouraging an organizational culture of inclusion and belonging characterized by collaboration and equity; and

• Encourage and support team members in professional development and growth opportunities within and outside of WDN.
CANDIDATE PROFILE

The following offers an aspirational view of the ideal candidate profile; we encourage applications from candidates with a wide range of experiences and backgrounds, especially those from historically marginalized groups.

**Strategic and Visionary Leadership**

The President & CEO will be a strategic leader who is experienced at developing, articulating, and implementing a plan for the organization’s future. They will understand how to lead an organization during times of change; be inspired by the power of collective action, voices, and grantmaking; and have the enthusiasm to remain at the forefront of the philanthropic sector. They will understand the potential and power of WDN and will identify new and unique opportunities to advance the mission. The President & CEO will be able to lead WDN members and team forward in an inclusive and collaborative manner, while honoring the achievements of the past.

**Member Connector and Relationship Builder**

Our members differentiate WDN and WDN Action from typical grant making organizations. The President & CEO will demonstrate a passion for recruiting new members and engaging current members in our work and vision. They will display ease and confidence interacting with wealthy, powerful women who are our members. They will be able to deftly nurture a culture built on trust, respect, curiosity, and healthy interchange. An inspirational and curious leader and mentor, they will easily encourage members to use their resources and voices to further our impact.
**Advocate of Racial Justice, Inclusion, and Equity**

The President & CEO will have the ability to motivate others, especially members, to act in support of a more diverse, equitable, and inclusive environment. Equipped with a multi-faceted understanding of the evolving DEI landscape and best practices, the CEO will help WDN develop common language and tools to promote engagement and shared understanding of DEI issues. Moreover, this leader will be skilled in supporting WDN members as they develop awareness of, comfort with, and confidence to address issues of equity and inclusion. This leader will bring experience working with and supporting BIPOC and other historically disenfranchised communities. Most importantly, the ideal candidate will be energized by helping to shape WDN’s DEI framework and organizational strategy.

**Ambassador and Inspiring Fundraiser**

The President & CEO will serve as the chief spokesperson and the public face of WDN. With a high level of emotional intelligence, they will be able to thoughtfully and strategically articulate WDN’s mission, vision, and values to our constituents. They will be approachable and skilled at developing a powerful sense of shared purpose in others and will have genuine enthusiasm for bold, strategic philanthropy and the careful nurturing and growth of the membership. The President & CEO will be comfortable raising money on behalf of the organization and will be focused on growing and diversifying the membership and revenue.

**Passion for the Mission**

The President & CEO will have a passion for WDN’s mission of creating a just, equitable, and sustainable world. With an understanding of how to shepherd resources in support of the mission, the leader will bring a passion for and experience in building community power through funding and advocacy. They will represent WDN with unquestioned integrity, ethics, and values and embody the organization’s mission and values.

**Organizational Leadership and Team Management**

The President & CEO will have experience in organizational development and change management. They will ensure WDN and WDN Action follow best practices for finance, HR, IT, administration, and fundraising with accountability built into all systems. They will have an inspiring and inclusive leadership style with a successful track record of creating collaborative and high performing work environments. They will be a strong manager who engenders trust in the team while holding people accountable. They will have demonstrated success in attracting, managing, and retaining talented staff with a diverse set of skills and lived experiences and providing them with a productive work environment and professional growth opportunities.
COMPENSATION & BENEFITS

The salary range for the President & CEO position begins at $300,000.

WDN also offers a generous and comprehensive benefits package. In addition to Health, Dental, Vision, and 401k (among others), WDN provides professional development.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin and Turner Delano of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials here, or email Alex and Turner directly at WDN@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

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Women Donors Network is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit www.koyapartners.com.